

CRITERIA: Area of Evaluation

A: Introduction

Interview: asked important and relevant questions; reasonable time spent

Cover page: Confirmed ID; discussion of "self-discovery"

Table of Contents (ToC): When to use this report (to encourage future use)

Explanation of Scales and Scores, including mid-range, Self Assessment of Personality

B: Personality

Personality: Main trait, description, sought student confirmation

Personality: Sub-traits used to explain nuances of main trait; sought student confirmation

Personality: Personality Implications (Student ID of the most important ones; any not apply)

Strengths/Potential Struggles: clear explanation, markings, summary, "homework"

Synthesis of Personality: Connected personality traits and subtraits, noting themes and balancers and giving the student a sense of their overall personality design

C: Interests

Explanation of YES! Interest Pathways

Holland graph: discussion of student perception of their focus area(s) (things, ideas, people, data)

Pie graph: good explanations of how the student's interests are distributed; good questions

Working through Interests appropriately

D: Skills

Skills: confirm highest scoring skills, any red flags with the lowest skills

E: Priorities

Surroundings, Results, and Life Purpose: Asked for further explanation of how the student defines them when needed/helpful

Surroundings, Results, and Life Purpose: Any others need to be added (top 5?) Anything low in Priorities that should be noted/pointed out/asked about?

F: Interactive Action Plan

Synthesis Process: Create a Funnel with student

G: ICF Core Competency Standards

Cultivates trust & safety for the student

Maintains presence

Listens actively to student

Evokes awareness - ask questions

Facilitates student's growth

Overall Feedback for Consultant

Angelo you are Enthusiastic, and highly engaging. You have an awesome gift for celek

TOTAL

TOTAL FOR ASSIGNMENT

- 5 = Excellent**
- 4 = Good**
- 3 = Satisfactory**
- 2 = Fair**
- 1 = Poor**

4

4

5

3

4

4

4

4

3

3

4

3

4

4

5

5

4

5

5

4

4

4

rating others and speakir

89

24.2727272727273

YES! - Personal Consultation Rubric

ing authentically into their identity.

Trainer Comments

You bring such a lightness and kindness to the Consultation. Great Questions to cultivate trust. Wonderful introduction and interview

To the point, and effective. Great explanation of front page.

I liked how you explained the 4 sections. It brings excitement.

Be prepared to give an explanation/description of these traits.

You bring great joy to the consultation. I like your systematic approach and keeping it simple. You are good with observations. Well done for asking for confirmation.

Wonderful observations. For future students, inform them that the Main trait is not the average of the sub-trait.

You do great with your questions and keeping the conversation flowing. It would be a good idea to ask if any of these apply/don't apply. Practice using the marking tool. Remember - do not over explain personality implications. They aren't meant to so much describe the student, though they can be.

Remember to ask how they see these. You grasped the Yes! way of going through the Traits, sub-traits, Strengths and struggles. I love how you explained struggles - it is empowering to the student.

Synthesise the different personality traits and sub-traits and show how they work together.

For students, you will need to ask which interest area they would like to synthesise and narrow the general interest a bit more down. Let them choose a career that stands out for them from the top general interest groups.

Brilliant explanation and engagement. Great job of explaining the graph!!

Great discussion and discovery questions.

You have narrowed it down well.

Great way of explaining skills. Synthesise it briefly to show how personality connects with natural skills. Look at examples.

You explained Priorities very well. Well done for asking if the student want to change the ranking of priorities.

Well done

You have spoken and affirmed his design. Well done with your synthesis. For students, you will need to ask which interest area they would like to synthesise and narrow it down a bit more..

You have created a safe and positive environment.

You maintained a great connection with the "student."

Brilliant

Remain in posture encouraging throughout work on other examples.

Area	Points possible	Points Assigned
Personality	3	3
Interest	2	1
Skills/Abilities	1.5	1.5
Priorities	1.5	1.5
Recommendation	2	2
Total		9

Comments